



General Assembly

January Session, 2013

## ***Amendment***

LCO No. 7625

**\*HB0665807625HD0\***

Offered by:

REP. FOX, 146<sup>th</sup> Dist.

REP. O'NEILL, 69<sup>th</sup> Dist.

To: Subst. House Bill No. 6658

File No. 693

Cal. No. 476

### ***"AN ACT CONCERNING EMPLOYER USE OF NONCOMPETE AGREEMENTS."***

1 Strike everything after the enacting clause and substitute the  
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective October 1, 2013*) (a) Any noncompete  
4 agreement entered into, renewed or extended on or after October 1,  
5 2013, between an employer and employee shall be void, unless prior to  
6 entering into the agreement, the employer provides the employee with  
7 a written copy of the agreement and a reasonable period of time, of not  
8 less than seven calendar days, to consider the merits of entering into  
9 the agreement.

10 (b) Nothing in this section shall be construed to limit or deny any  
11 rights an employee may have at law or in equity. An employee may  
12 waive the right provided under subsection (a) of this section if such  
13 waiver is reduced to a separate writing, sets forth the right being  
14 waived and is signed by the employee prior to entering into the

15 agreement. Any such waiver shall be void if the employee is made to  
16 believe, by the employer, that his or her current or future employment  
17 is contingent on the employee's approval of such waiver."

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2013	New section